

## WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

### “Securing Key Industry Leadership for Learning Skills” (SKILLS) Projects

#### 2000

The 2000 Legislature provided \$600,000 for grants to Workforce Development Councils (WDCs) to close the skills gaps facing Washington businesses. These funds, matched by industry contributions, were to:

- Create partnerships with businesses and labor to determine future training needs.
- Enlist education to develop programs to meet industry needs.
- Expand the use of skill standards to meet the needs of businesses.
- Support on-the-job learning strategies.

Seven SKILLS projects were funded. Projects formed one or more skills panels made up of business and labor representatives from a specific industry and the educators serving that industry.

#### 2001

The Workforce Training and Education Coordinating Board (WTECB) selected eight SKILLS projects after a competitive Request for Proposals (RFP) process. WTECB coordinated with the State Board for Community and Technical Colleges and the Employment Security Department to jointly distribute three RFPs. These RFPs share a common purpose—to promote strategic regional workforce development initiatives. The 2002 SKILLS projects will continue the previous year’s initiative enabling businesses in key industries to better identify skills needs and design approaches to close skills gaps.

### 2000 SKILLS PROJECTS

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Health Care</b>		
Northwest WDC	\$ 26,000	<b>Health Services Skills Gap Project</b> Responding to an urgent need for health and allied services workers, this project established a panel (the Northwest Alliance for Health Care Skills) to research skills gaps and to develop curricula to address the gaps using industry skill standards. Twenty-one organizations from the four county area participated in the Alliance. The project identified five priority occupations, developed recruitment, training, and retention strategies for each, began a Radiologic Technologists program, and developed job ladders for two of the occupations.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Health Care Continued</b>		
Olympic WDC	\$ 47,875	<b>Health and Allied Services Skills Gap Project</b> This industry partnership was modeled after and coordinated with the Northwest WDC's SKILLS Project. The project created an alliance of health care providers, researched skills gaps in Olympic's three-county area, identified specific occupations/skill areas to target, and developed curricula to address the gaps.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Construction</b>		
Seattle-King County, Tacoma-Pierce County, and Snohomish County WDCs	\$ 150,000	<b>Construction Skills Gap Project</b> A shortage of skilled construction workers in King, Pierce, and Snohomish counties prompted this consortium of three WDCs to build a partnership with business, labor, and education. The project developed a marketing and outreach plan and a budget designed to increase the number of women, minorities, and low-wage workers who pursue careers in the building trades. It also expanded pre-apprenticeship programs in all three counties.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Biomedical</b>		
Spokane Area WDC	\$ 188,150	<b>Biomedical Skills Gap Project</b> The biomedical industry is one of the largest in the Spokane region. The industry predicts an over 15 percent growth rate in employment in the next three years as products move from research to manufacturing and distribution. The Spokane SKILLS Project surveyed the industry, developed career tracks for the three sub-industry sectors, created skill standards, identified barriers, and wrote and distributed curricula to community colleges and training providers.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Software Support and Boat Manufacturing</b>		
Pacific Mountain WDC	\$ 57,000	<b>Software Support and Boat Building Skills Gap</b> This project formed two panels to address skills gaps in the software support and boat building industries - the fastest growing business sectors in Grays Harbor County. The project identified skills shortages in the two industries, including barriers to meeting them, and recommended K-20 curriculum changes. These recommendations resulted in the creation of a regional skills center, additional training programs, and new courses for incumbent workers.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Metal, Plastics, and Wood Manufacturing</b>		
Tri-County WDC	\$ 65,650	<b>Manufacturing Skills Gap Project</b> Manufacturing is important to central Washington's economic diversity because of its potential for growth and because employment increases in the wood processing, metal fabrication, and plastic sectors are projected over the next three years. The project conducted a labor market and worker skills gap survey, identified skill sets for core and specialized positions, developed skills standards, and established training curricula.

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<b>Industry: Food Processing</b>		
North Central Washington WDC	\$ 65,325	<b>Food Processing Skills Gap Project</b> This partnership addressed skills gaps in the food processing industry. The project reviewed the industry's basic skills requirements and identified the need to address basic skills gaps by developing and integrating curricula. A skills panel identified strategies and tactics to increase or improve the availability of industry-specific English-as-a-Second-Language instructional materials and to create an entry level course entitled "Introduction to Food Processing" for new and prospective employees.

## 2001 SKILLS PROJECTS

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Health Care</b>		
<b>Tacoma-Pierce County WDC</b>	<b>\$ 90,000</b>	<b>Health Services Career Partnership</b> The Tacoma-Pierce County Workforce Development Council, in partnership with the Pierce County Health Services Careers Council, will assist five work teams responsible for implementing the Councils' strategic goals for marketing health care occupations, increasing training capacity, advising curriculum development, and enhancing job retention within the health care industry.
<b>Benton Franklin WDC</b>	<b>\$ 68,000</b>	<b>Health and Allied Services Partnership</b> The Benton Franklin Workforce Development Council and the Tri-Cities Health Care Task Team will organize skills panels to: determine existing and projected skill gaps and labor shortages in the area's health care industry; support the expansion of industry skills standards; recommend educational curricula enhancements; and identify training resources to address skills gaps.
<b>Seattle-King County WDC</b>	<b>\$ 90,000</b>	<b>Health Care Industry Panel Planning Project</b> On behalf of key health care industry leaders, the Seattle-King County Workforce Development Council will convene an industry-led panel to address three primary goals: outreach and recruitment; career preparation; and career development. The panel will focus on entry level occupations in the acute health care fields. It will design and execute a fund development strategy to implement the panel's strategic recommendations.
<b>Pacific Mountain WDC</b>	<b>\$ 68,000</b>	<b>Health Care Partnership</b> This project will bring together key leaders from business, education, economic development, and organized labor to identify skills gaps, barriers, and solutions to the critical shortage of health care workers on Grays Harbor, Pacific, Mason, Thurston, and Lewis Counties. The Pacific Mountain Workforce Development Council will convene a skills panel to leverage training resources and develop a strategic plan to resolve short-term and long-term labor shortages within the area's health care industry.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Information Technology</b>		
<b>Pierce County Careers Consortium: Pierce College</b>	<b>\$103,425</b>	<b>Building Coalitions to Increase IT Opportunities in Pierce County</b> The Pierce County Careers Consortium will create a countywide Information Technology (IT) skills panel with 15 industry representatives and other education and workforce partners. The Consortium will survey the county's IT industry to determine employment and internship needs, use market analysis to align high school, college, and university courses supporting a seamless educational pathway, and administer a census of IT companies to identify the industry's current and future skills needs.
<b>Regional Advanced Technology Education Consortium (RATEC): Bellevue Community College</b>	<b>\$120,000</b>	<b>Building the IT Workforce through Skills Gap Analysis and Prior Learning Assessment</b> The Regional Advanced Technology Education Consortium (RATEC) and Bellevue Community College will build a team with regional industry, education, and workforce partners. Project outcomes will include a comprehensive skills gap analysis (with recommendations) of the IT workforce and development and dissemination of an industry/education validated portfolio process with tools for use in awarding college credit for prior learning.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Industrial and Marine Safety</b>		
<b>Peninsula College</b>	<b>\$ 20,000</b>	<b>Industrial and Marine Safety Training Skills Panel</b> Peninsula College will organize an industrial and marine safety training skills panel made up of employers, labor representatives, college planners, and workforce development partner agencies. Industries include ship repair, fueling, transportation, fire protection, and others with safety training needs. The goal of the project is to survey local business and government agencies to determine the most pressing safety needs and to develop a strategic plan with recommendations to the college on how to develop and maintain an industrial and marine safety training institute.

CONTRACTOR	AMOUNT FUNDED	PROJECT TITLE AND SUMMARY
<b>Industry: Manufacturing</b>		
<b>Institute for Workforce Development and Sustainability (IWDS): Association of Washington Businesses (AWB)</b>	<b>\$ 19,975</b>	<b>Manufacturing SKILLS Panel</b> IWDS/AWB will analyze the condition of manufacturing in Washington State. This project will convene a panel of representatives of key industry sectors to identify critical economic development initiatives and workforce education and training practices, specifically the implementation of manufacturing skill standards. The panel will develop specific recommendations for boosting workforce skills and the overall competitiveness of the manufacturing industry.